

GENDER PAY GAP REPORT

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Landau Forte Charitable Trust is required to measure and report on the gender pay gap in the organisation. The Trust is a public sector body and has a data capture date of 31 March in each year.

Under the Regulations there is a requirement to report on the following 6 measures:

- The difference in the mean pay of full pay men and women expressed as a percentage
- The difference in median pay of full pay men and women expressed as a percentage
- The difference in mean bonus pay of full pay men and women expressed as a percentage
- The difference in median bonus pay of men and women expressed as a percentage
- The proportion of men and women who received bonus pay and
- The proportion of full pay men and women in each of four quartile bands

In relation to the other areas the data is based on 538 staff paid on the data capture date: 161 male and 377 female.

Mean Gender Pay Gap

	2017		2018	
Male	165	£15.98	161	£16.31
Female	394	£12.32	377	£12.87

The mean gender pay gap in 2018 is therefore 21% compared to 23% in 2017. Female staff on average across the whole Trust earn less than their counterparts.

Median Gender Pay Gap

	2017		2018	
Male	165	£14.73	161	£14.92
Female	394	£9.54	377	£10.74

The median gender pay gap in 2018 is 28% compared to 35% in 2017.

Mean Bonus payments

	2017			2018		
Male	5	3%	£3,800	6	4%	£554
Female	4	1%	£2,000	8	2%	£731

The mean bonus payment gap in 2018 is -32% compared to 47% in 2017.

Median Bonus payments

	2017			2018		
Male	5	3%	£2,000	6	4%	£500
Female	4	1%	£2,000	8	2%	£325

The median bonus payment gap is 35% compared to no median difference in bonus payments in 2017.

Quartile Pay Band Gender Information

	Quartile	Male No	Male %	Female No	Female %	Total No
2017	Lower Quartile	21	15.1%	118	84.8%	139
	Lower Middle Quartile	28	20%	112	80%	140
	Upper Middle Quartile	55	39.3%	85	60.7%	140
	Upper Quartile	62	44.3%	78	55.7%	1140
2018	Lower Quartile	23	17.2%	111	82.8%	134
	Lower Middle Quartile	33	24.4%	102	75.6%	135
	Upper Middle Quartile	48	35.6%	87	64.4%	135
	Upper Quartile	57	42.5%	77	57.5%	134

This shows that there is a high proportion of females in all quartiles but significantly in the Lower and Lower Middle quartiles which is consistent with the prior year

Further Analysis

Support Staff (244 staff)

	2017		2018	
Male	59	£9.62	63	£10.29
Female	200	£8.38	181	£9.06

The gender pay gap is 12% for 2018 compared to 13% for 2017

Teaching staff – including Learning Support Assistants (264 staff)

	2017		2018	
Male	90	£17.48	81	£17.61
Female	183	£15.56	183	£15.39

The gender pay gap is 13% which is consistent with 2017

Senior Leadership – within the Academies and including the Central Trust staff (30 staff)

	2017		2018	
Male	16	£30.96	17	£32.37
Female	11	£30.15	13	£30.36

The gender pay gap is 6% in 2018 compared to 3% in 2017

Narrative for Landau Forte Charitable Trust

Landau Forte Charitable Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay policy and professional development.

The overall published UK gender pay gap is 19.1%. The Trust's is 21% representing that females earn less than their male counterparts. However, it is recognised in education that:

- More women apply to work in the sector due to working patterns ie part time work and term time contracts
- Part time work can be less highly paid
- Many female returning to employment apply to the public sector

The data does not suggest many of these factors are an issue, except potentially the part time workers who are predominately female within the Trust.

The majority of staff are in the lower pay quartiles and the workforce is predominantly female therefore the gap between average female hourly rate of pay and the average male hourly rate of pay is significantly affected.

Signed